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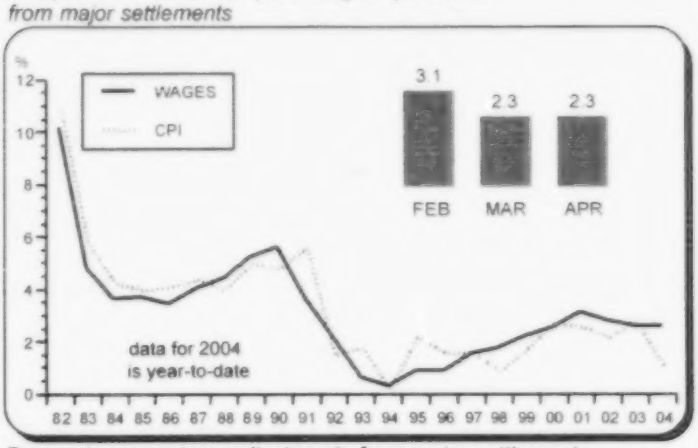
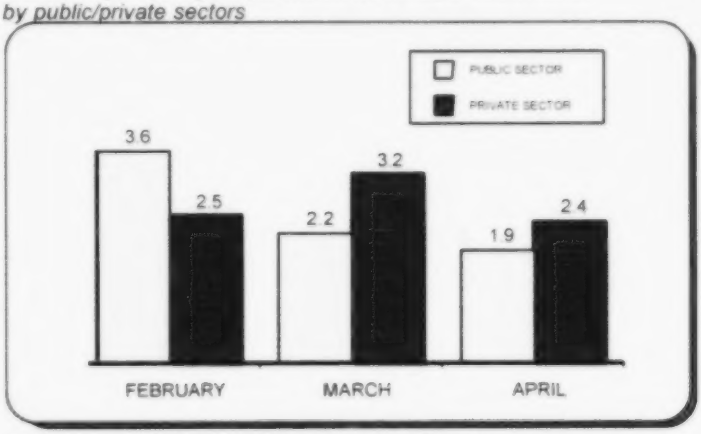
The Wage Settlements Bulletin

June 2004
Volume 15, Issue 6

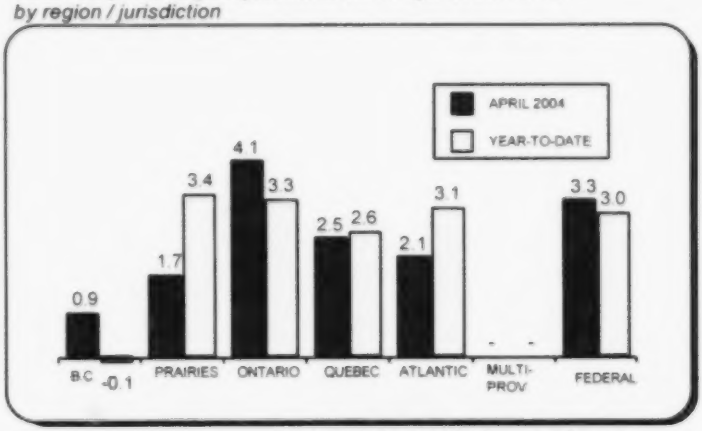
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for April 2004

Major collective bargaining settlements reached in **April 2004** provided base rate wage increases averaging **2.3 per cent** annually over the term of the contracts, the same as in the previous month and down slightly from the average of 2.6 per cent for the year 2003. The April 2004 results are based on a review of 26 settlements with a coverage of 112,100 employees.

When the parties to these April settlements previously negotiated, the resulting wage adjustments averaged 2.9 per cent, higher than in their current settlements. Contract duration in April 2004 averaged 35.9 months, compared to 37.0 months for the previous settlements.

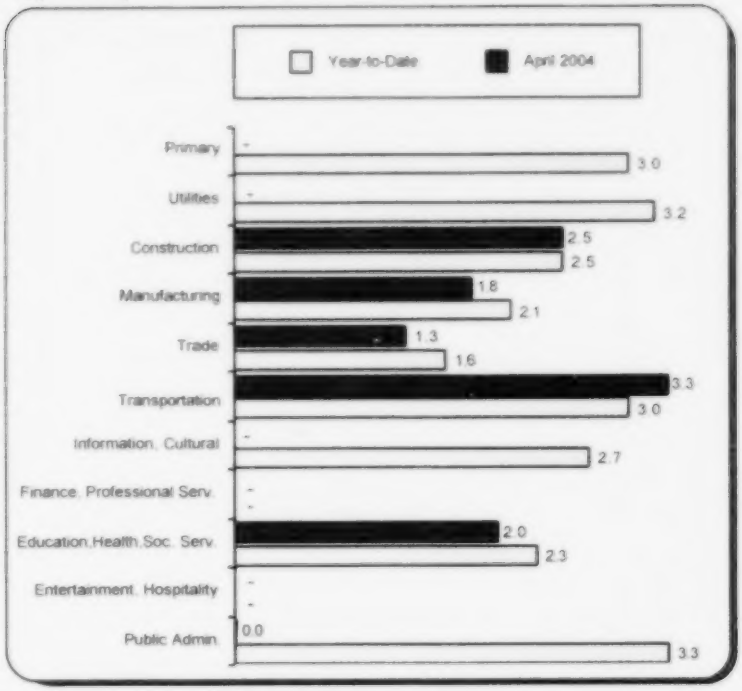
Four settlements in the Quebec construction industry had a large impact on April data; 79,910 employees (71.3 per cent of the total coverage for April) recorded increases averaging 2.5 per cent.

Average wage increases in the private sector were higher than those in the public sector. Wage increases for 89,090 employees in 14 **private-sector** agreements averaged **2.4 per cent**. **Public-sector** wage adjustments averaged **1.9 per cent** for 23,010 employees in 12 agreements. The largest concentration of employees (79.5 per cent) was in the private sector.

On a regional/jurisdictional basis, Ontario posted the largest wage gain in April, at 4.1 per cent. The smallest average wage adjustment was recorded in British Columbia at 0.9per cent; the largest concentration of employees (73% of all employees) was in Quebec where wage increases averaged 2.5 per cent. In the Federal jurisdiction wage adjustments averaged 3.3 per cent. In the Atlantic provinces wage increases averaged 2.1 per cent and in the Prairies, 1.7 per cent.

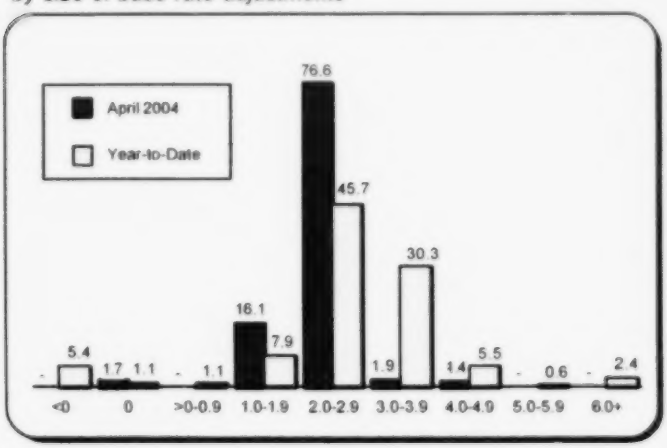
Canada

Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest average increase was in the **transportation** sector at **3.3 per cent** (1,620 NAV CANADA employees in 2 agreements). The smallest average adjustment was a wage freeze recorded in a single **public administration** agreement (Government of British Columbia scientific group); the largest concentration of employees (72.5% of all employees) was in **construction** and wage increases in 6 agreements averaged **2.5 per cent**. In the **education, health and social services** sector (11 agreements, 21,760 employees) wage increases averaged **2.0 per cent**. In **manufacturing** (5 agreements, 3,080 employees), wage increases averaged **1.8 per cent** and in **trade** (1 agreement, 3,100 employees), **1.3 per cent.**

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, April 2004

	Agreements	Employees
Atlantic Provinces	2	1,230
Quebec	7	81,810
Ontario	8	5,960
Prairie Provinces	4	5,230
British Columbia	3	16,250
Multiprovince	-	-
Federal	2	1,620

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2001	2002	2003	2003				2004	Year to	2004		
				1	2	3	4	1	Date	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	3.2	2.8	2.6	2.8	2.5	3.1	2.0	2.7	2.6	3.1	2.3	2.3
Non-COLA	3.2	2.8	2.6	2.8	2.5	3.3	2.0	2.6	2.5	2.8	2.3	2.3
COLA	3.3	3.5	2.5	1.9	2.5	2.9	2.1	3.8	3.5	3.9	4.4	1.9
First Year Increase	3.5	3.0	2.5	3.0	2.4	3.3	1.8	2.8	1.7	3.3	2.1	0.4
Non-COLA	3.4	2.9	2.6	3.1	2.4	3.6	1.9	2.6	1.6	2.9	2.1	0.4
COLA	3.7	4.2	2.2	1.8	1.6	2.8	1.6	4.2	3.8	4.5	4.4	2.1
Industries												
Primary	2.6	2.1	2.7	1.5	3.8	-	-	3.0	3.0	2.8	-	-
Utilities	2.5	2.4	2.4	3.6	2.2	2.4	2.4	3.2	3.2	4.0	3.0	-
Construction	3.2	1.2	2.7	-	2.4	1.8	3.5	2.6	2.5	2.5	-	2.5
Manufacturing	2.6	3.5	2.4	2.4	2.4	2.3	2.6	2.3	2.1	2.1	2.8	1.8
Wholesale and Retail Trade	1.6	1.8	1.3	-	1.0	3.1	1.3	2.7	1.6	-	2.7	1.3
Transportation	2.9	2.4	2.0	2.5	0.4	2.9	2.5	2.9	3.0	-	3.0	3.3
Information and Cultural Industries	3.2	3.0	2.4	1.4	2.9	3.0	2.8	2.7	2.7	-	-	-
Finance, Management Services	2.0	2.1	2.5	2.3	2.0	2.5	3.1	-	-	-	-	-
Education, Health, Social Services	3.5	3.0	3.4	2.9	3.4	4.3	3.6	2.4	2.3	3.7	1.4	2.0
Entertainment,Hospitality Industry	4.0	2.5	2.6	2.8	3.3	1.8	2.6	-	-	-	-	-
Public Administration	3.1	2.6	2.3	2.7	2.9	3.0	1.2	3.4	3.3	3.4	3.5	0.0
Jurisdictions												
Newfoundland and Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2	-	-	-	-	-
Prince Edward Island	3.1	4.9	3.2	3.6	-	-	3.0	3.2	3.2	-	3.2	-
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0	3.3	3.1	1.3	-	2.0
New Brunswick	3.4	2.7	2.8	2.3	3.8	-	2.9	3.4	3.0	-	-	2.1
Quebec	2.7	2.1	2.2	1.7	2.5	1.9	2.3	3.0	2.6	0.8	4.1	2.5
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9	3.1	3.3	2.8	3.3	4.1
Manitoba	2.4	4.0	2.8	3.0	2.0	3.8	2.7	3.2	2.4	-	3.2	1.6
Saskatchewan	2.9	4.0	3.0	3.6	2.6	3.1	-	-	2.2	-	-	2.2
Alberta	5.1	4.5	3.0	3.5	2.5	3.3	3.6	3.7	3.7	4.3	3.4	2.0
British Columbia	3.3	1.9	1.3	2.3	1.5	2.5	0.8	-1.2	-0.1	3.3	-2.1	0.9
Multiprovince	3.0	3.3	2.5	-	2.7	1.8	2.5	-	-	-	-	-
Federal Jurisdiction	3.0	2.7	2.1	2.1	0.8	3.1	3.0	3.0	3.0	3.3	3.0	3.3
Public Sector	3.4	2.9	2.9	2.9	3.1	3.2	2.2	2.8	2.6	3.6	2.2	1.9
Private Sector	3.0	2.5	1.5	2.4	0.8	2.3	1.6	2.7	2.5	2.5	3.2	2.4
Consumer Price Index	2.6	2.2	2.8	4.5	2.8	2.1	1.7	0.9	1.1	0.7	0.7	1.6

Data for the month of April are preliminary

MAJOR SETTLEMENTS REACHED IN APRIL 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (6 agreements)	**81,290**	**2.5**	**0.0**	**36**	
Association de la construction du Québec, construction trades, province-wide, Que.	39,330	2.5	0.0	36	2007-04-30
Association de la construction du Québec, construction trades, province-wide, Que.	11,380	2.5	0.0	36	2007-04-30
Association des constructeurs de routes et grands travaux du Qué., construction trades, province-wide, Que.	11,190	2.5	0.0	36	2007-04-30
Association of Provincial Housing Contractors of Quebec, construction trades, prov.-wide, Que.	18,010	2.5	0.0	36	2007-04-30
Independent Plumbing and Heating Contractors' Association, plumbers and pipefitters, Toronto, Ont.	720	3.1	3.3	36	2007-04-30
Metropolitan Plumbing and Heating Contractors Association, plumbers and pipefitters, Toronto, Ont.	660	2.7	2.5	36	2007-04-30
Manufacturing (5 agreements)	**3,080**	**1.8**	**1.8**	**42.1**	
Gencorp Canada Inc., plant and maintenance employees, Welland, Ont.	700	2.2*	2.2	36	2007-05-31
Island Fishermen's Co-operative Association Ltd., plant and maintenance employees, Lameque, N.B.	530	2.1	2.0	42	2006-08-28
Lear Corporation, plant and maintenance employees, Ajax, Ont.	560	2.4*	2.5	36	2007-04-27
Nortel Networks, production,technical and maintenance empls., Montreal, Que.	640	0.0*	0.0	36	2007-03-05
Weyerhaeuser Saskatchewan Ltd., plant and maintenance employees, Prince Albert, Sask.	650	2.2	2.5	60	2008-05-31
Wholesale and Retail Trade (1 agreement)	**3,100**	**1.3**	**0.0**	**54**	
Westfair Foods Ltd., retail employees, province-wide, Man.	3,100	1.3	0.0	54	2008-09-30
Transportation (2 agreements)	**1,620**	**3.3**	**3.3**	**47.4**	
NAV CANADA, electronic technicians, Canada-Wide	770	2.7	2.5	60	2005-08-31
NAV CANADA, radio operators, Canada-Wide	850	4.0	4.0	36	2004-04-30
Education, Health and Social Services (11 agts.)	**21,760**	**2.0**	**1.5**	**31.9**	
Community Social Services Employers Association, health and social care professionals, prov.-wide, B.C.	6,000	1.0	0.0	36	2006-03-31
Community Social Services Employers Association, health professional employees, province-wide, B.C.	9,000	1.0	0.0	36	2006-03-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN APRIL 2004 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Halifax Regional School Board, educational services, Halifax, N.S.	700	2.0	2.0	36	2006-07-31
Queen's University, professors, Kingston, Ont.	860	3.3	3.3	12	2005-04-30
Red River College, lecturers, Winnipeg, Man.	980	2.7*	3.0	36	2006-06-23
Toronto Catholic District School Board, custodial, Toronto, Ont.	850	6.1	6.1	12	2004-08-31
Toronto Catholic District School Board, educational services, Toronto, Ont.	1,070	6.1	6.1	12	2004-08-31
Toronto Catholic District School Board, office employees, Toronto, Ont.	540	6.1	6.1	12	2004-08-31
Université du Québec en Outaouais, lecturers, Hull, Que.	560	3.9	5.5	42	2006-11-30
Université du Québec à Chicoutimi, lecturers, Chicoutimi, Que.	700	4.5	8.7	36	2006-12-31
Wolf Creek School Division No. 72, elementary and secondary teachers, Ponoka, Alta.	500	2.0	2.0	12	2004-08-31
Public Administration (1 agreement)	**1,250**	**0.0**	**0.0**	**24**	
Government of British Columbia, scientific and other professionals, province-wide, B.C.	1,250	0.0	0.0	24	2006-03-31
Agreements with COLA (4 agreements)	**2,880**	**1.9***	**2.1**	**36**	
Agreements without COLA (22 agreements)	**109,220**	**2.3**	**0.4**	**35.9**	
All Agreements (26 agreements)	**112,100**	**2.3**	**0.4**	**35.9**	

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,830	B/CO/ARB	May02-Apr.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Abitibi Consolidated (N.-L., Que., Ont.)	CEP	4,830	B	April 04
•Government of Newfoundland and Labrador Health Boards Assn.	nurses	5,000	B	June 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Prince-Edward-Island	teachers	1,500	B	June 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO/WS	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	8,770	B/ARB	April 02
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Bruce Power (Ont.)	CUPE	2,750	B	Dec. 03
•Algoma Steel Inc. (Ont.)	Steelworkers	3,780	CO	July 04
•City of Hamilton	CUPE	2,010	B	Dec. 03
•Ontario Construction	various unions	32,020	B/PCB/TENT	April 04
•Manitoba Construction	various unions	1,700	B/TENT	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	IBEW	1,340	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	AUPE	9,500	MED	Mar. 04
•Alberta Construction	various unions	19,000	B/MED/TENT	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•Vancouver and other cities	CUPE	4,000	MED	Dec. 02
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	various unions	39,000	B	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•B.C. Public School Employers' Assn.	teachers	45,000	B	June 04
•Government of Nunavut	PSAC	1,750	TENT	Mar. 03
•CP / CN / VIA Rail	various unions	1,730	B/CO/TENT	Dec. 02/ 03
•Bell Canada	CEP	7,200	CO	Nov. 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

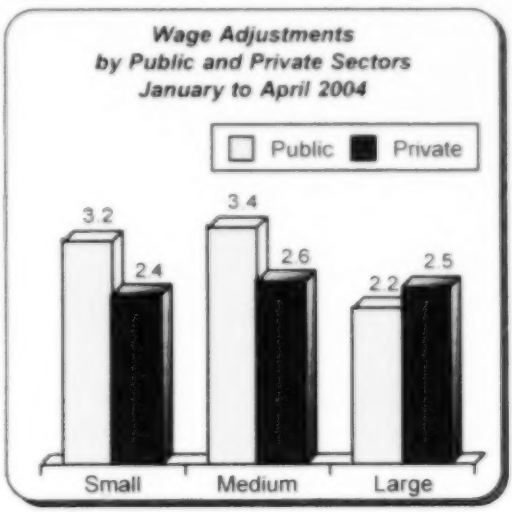
Year-to-Date Wage Data for Small, Medium and Large Bargaining Units

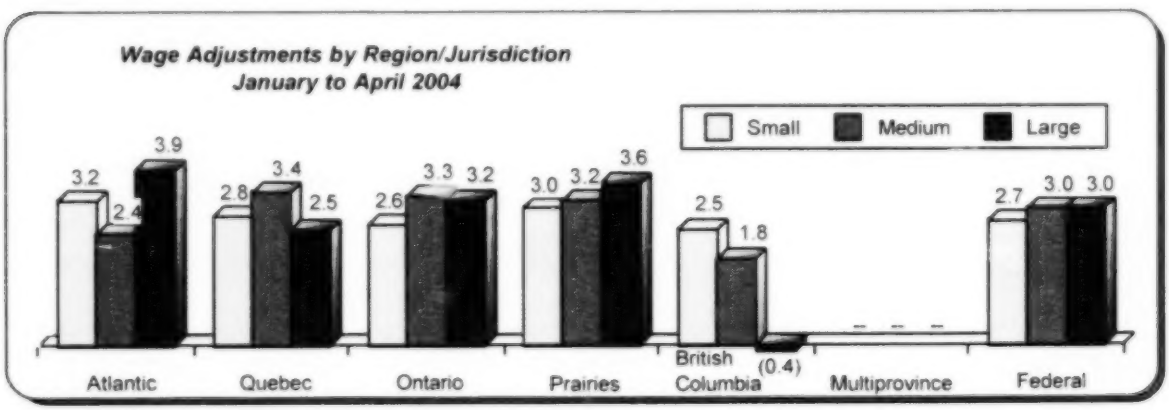
Among the 133 collective bargaining settlements reached to date (January to April), 35 settlements were in small bargaining units (between 100 and 499 employees), 74 were in medium bargaining units (500 to 1,999 employees), and 24 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.6 per cent. The overall **public-sector** wage adjustment at **2.7 per cent** was slightly higher than the figure of **2.5 per cent** reported for the **private sector.**

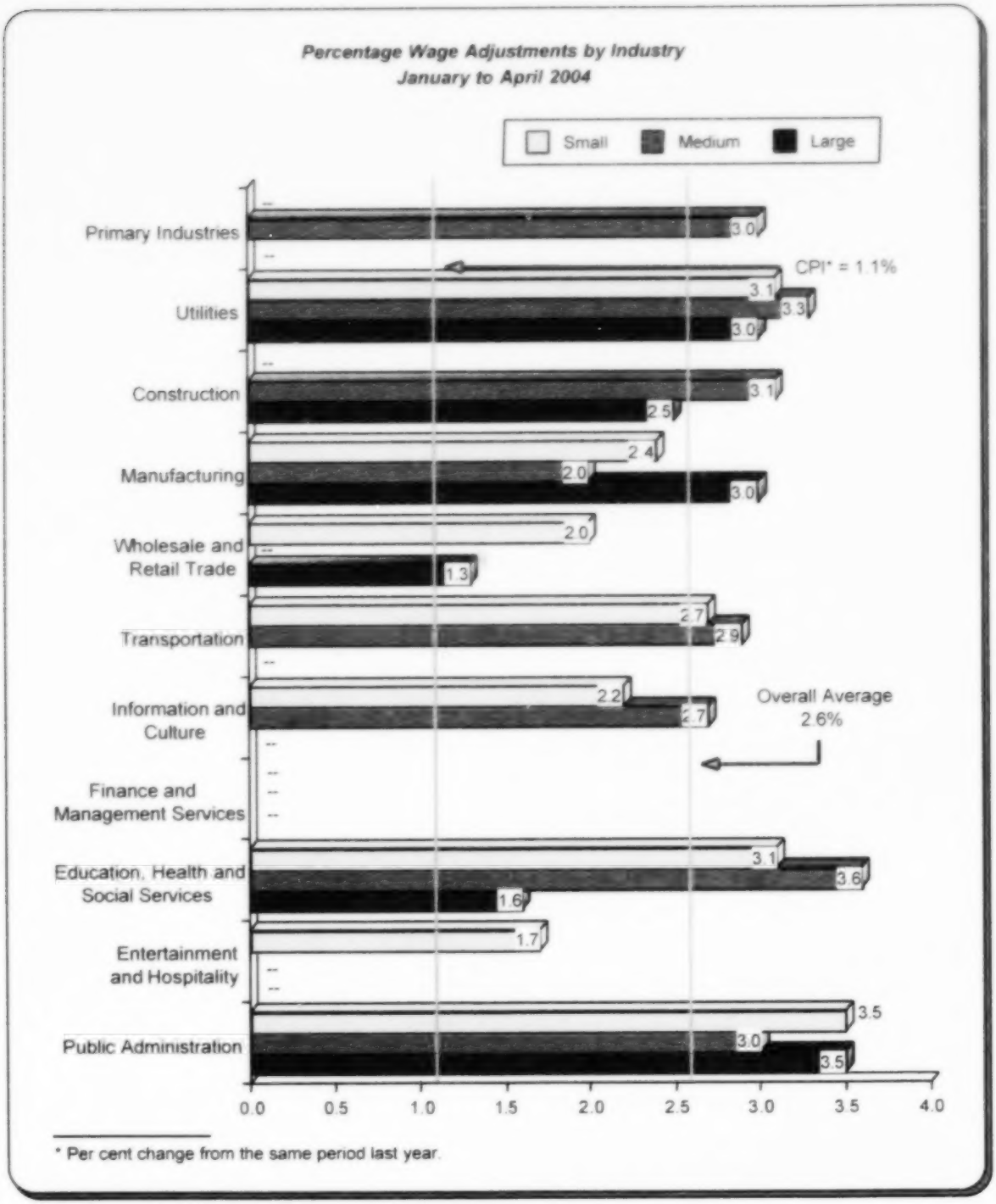
SMALL bargaining units reported an average increase of **2.7 per cent. Public sector** settlements provided an average increase of **3.2 per cent,** higher than the **private sector** wage adjustment of **2.4 per cent.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.5 per cent** while **entertainment and hospitality** reported the lowest average at **1.7 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.2 per cent** in the **Atlantic Provinces** to a low of **2.5 per cent** in **British Columbia.**

MEDIUM bargaining units reported an average wage increase of **3.1 per cent. Public sector** settlements resulted in an average increase of **3.4 per cent,** compared to the **private sector** figure of **2.6 per cent**. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while **manufacturing** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Quebec** to a low of **1.8 per cent** in **British Columbia**.

LARGE bargaining units reported a wage increase of **2.4 per cent.** Settlements in the **public sector** resulted in an average increase of **2.2 per cent** compared to **2.5 per cent** in the **private sector.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.5 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.3 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Atlantic provinces** to a low of **minus 0.4 per cent** in **British Columbia.**







* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN APRIL 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (4 agreements)					
AT Plastics Inc., plant and maintenance employees, Edmonton, Alta.	230	3.2	3.0	36	2007-01-29
Labatt Alberta Brewery, plant and maintenance employees, Edmonton, Alta.	120	2.7	1.7	72	2010-03-22
Petro-Canada, production and maintenance, Edmonton, Alta.	260	3.2	3.0	36	2007-01-31
Sherritt International Corp., plant and maintenance employees, Fort Saskatchewan, Alta.	300	3.8	4.0	36	2007-03-31
Wholesale and Retail Trade (1 agreement)					
Detroit Diesel-Allison British Columbia, plant and maintenance employees, Burnaby, B.C.	150	1.3	0.0	36	2007-02-28
Transportation (2 agreements)					
Marine Atlantic Inc., licensed personnel, System-wide	150	3.0*	4.0	48	2004-12-31
Trentway-Wagar Inc., bus drivers, Peterborough, Ont.	430	3.0	3.0	36	2006-12-31
Entertainment and Hospitality (1 agreement)					
Vancouver & District Labour Council, office employees, Vancouver, B.C.	100	1.7	1.5	48	2005-12-31
Public Administration (1 agreement)					
City of Sault Ste. Marie, firefighters, Sault Ste. Marie, Ont.	100	3.0	3.0	24	2004-01-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
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